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Minutes, College of Arts & Sciences Faculty Meeting, October 24, 2002

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Agenda
Faculty of Arts and Sciences
Thursday, 24 October 2002
12:30 p.m. in the Galloway Room

I. Call to Order

II. Announcements

A. Faculty Conversations—November 26, 2002

B. Rollins Family and Faculty Social—Friday, November 1, from 4:30-6:00 p.m.
at the CFAM Patio.

C. Other announcements

III. Resolution:

Be it resolved that the Arts and Sciences faculty of Rollins College supports the Rollins College Student Government Association's resolution concerning the inclusion of "sexual orientation" in Article 57 of the Orlando City Ordinance and concurs with their recommendation that the faculty issue a public statement of their support for the addition of 'sexual orientation' to Article 57. [SGA Resolution will be distributed by e-mail before the faculty meeting.]

IV. Approval of the minutes of the 26 September 2002 meeting of the faculty

V. Old Business

A. Motion to develop a cost accounting system (See addendum 1)

VI. New Business

A. Amendment to the Bylaws, adding the Dean of Student Affairs as an *ex officio* member of the Executive Committee and of the Student Life Committee (see addendum 2).

B. Amendment to the Bylaws, formulating a policy regarding awarding tenure to newly hired endowed chairs (see addendum 3)

VII. Adjournment

(Refreshments will be available prior to the meeting)

Addendum 1

n^o Motion: that the Vice President of Finance develop a cost accounting system, indicating income, contributions to the College, and costs of respective units of the College.

Addendum 2

ARTICLE VI THE ARTS AND SCIENCES EXECUTIVE COMMITTEE

Section 1. Membership

n^o Rewrite as: The voting membership of the Executive Committee of the Faculty shall consist of the President of the Faculty of Arts and Sciences, the Vice President/Secretary of the Faculty of Arts and Sciences, the President of the Student Government Association, and the four chairs of the standing committees. The non-voting membership shall consist of the President and the Provost of the College, ~~and~~ the Dean of the Faculty, and the Dean of Student Affairs.

Article VII STANDING COMMITTEES OF THE FACULTY

Section 3. Student Life Committee Membership

Add: "The Dean of Student Affairs serves as an ex-officio, non-voting member."

Addendum 3:

Professional Standards Committee formulation of policy regarding tenure and newly hired endowed chairs:

Insert the following at the end of Article VIII, A. Faculty Appointments, Section 1. New Appointments

- While faculty members are not normally hired with tenure, this option is permitted in the special circumstance of appointment to endowed chairs. In such a case, the candidate must possess the rank of Associate or Full Professor at the previous institution and already have been granted tenure at that institution.

- If the chair is in a specific discipline, a search committee will be formed within the appropriate department with representation from at least one other department appointed by the Dean of the Faculty. The committee will set out the criteria necessary for a successful candidate to the position. If the chair is not department based, the Dean will appoint a search committee consisting of representatives from relevant departments and programs.
- When the search committee has reached a final decision, it will send a letter of recommendation to the FEC. The search committee and the FEC, in assessing the merit of the candidate, along with the usual evaluation of research and service, will give special consideration to teaching quality in their evaluation. The FEC will examine the credentials of the candidate and will give the Dean its approval or disapproval of the recommendation of the search committee, based on a stringent evaluation of the candidate against the tenure guidelines of the department or program. The Dean will then pass along to the Provost his/her recommendation as well as the recommendation from the FEC. The Provost in turn will make a recommendation to the President, who then makes the final decision on the appointment.”

Minutes of the Meeting (unapproved)

Arts and Sciences Faculty

October 24, 2002

Members attending: B. Balak, E. Blossey, W. Boles, R. Bommelje, W. Brandon, C. Carpan, J. Carrington, B. Carson, R. Carson, R. Casey, G. Child, D. Child, D. Cohen, G. Cook, D. Crozier, J. Davison, N. Decker, H. Edge, L. Eng-Wilmot, E. Friedland, B. Galperin, L. Glennon, Y. Greenberg, E. Gregory, D. Griffin, M. Gunter, J. Henton, A. Homrich, G. Howell, C. Hudspeth, R. James, P. Jarnigan, P. Lancaster, C. Lauer, B. Levis, L. Lines, B. Lofman, V. Martin, E. McClellan, M. McLaren, M. Mesavage, T. Moore, D. Morrison, S. Neilson, M. Newman, K. Norsworthy, M. O'Keef, T. Ouellette, T. Papay, P. Pequeno, S. Phelan, J. Provost, J. Puhalla, D. Richard, P. Roach, C. Rock, A. Rosenthal, S. Rubarth, M. Sardy, J. Schmalstig, J. Schultz, E. Schutz, G. Sinclair, R. Singer, J. Small, M. Smyth, P. Stephenson, R. Stephenson, M. Stewart, M. Throumoulos, L. Tillman-Healy, R. Vitray, D. Wellman, Y. Yao, J. Yellen, W. Zhang

Guests: B. Polk, M. Prince,

I. The meeting was called to order at 12:40

II. Announcements:

- A. The Presidents' Conversation on postmodernism will continue on November 26, 2002.
- B. As part of Family Weekend, there will be a faculty social on November 1, from 4:30-6:00, at the Cornell Fine Arts Center
- C. Loud cheers greeted the announcement of the births of Gay Biery-Hamilton's daughter, Gabrielle, and Alberto Prieto-Calixto's son, Daniel.
- D. From the Dominican Republic, Manuel Vargas has announced his resignation as a member of the Rollins Anthropology Department, but will continue to work with the College on programs involving water quality and eco-tourism. In recognition of this new connection with Rollins, Manuel has been named Distinguished Professor of International Service.
- E. Teaching Fellows will now have the title of Lecturers.
- F. Lisa Tillman-Healy, chair of campus Diversity Task Force, reported on behalf of the task force's external affairs subcommittee that members of the committee are circulating a petition (currently with 102 faculty signatures) in support of the proposed addition of "sexual orientation" to Orlando City Ordinance 57. Members of the task force have met with three commissioners, who have all mentioned the Rollins petition. Lisa noted that at the Orlando City Council's Monday meetings anyone may speak for three minutes.

III. The following resolution was moved:

BE it resolved that the Arts and Sciences faculty of Rollins College supports the Rollins College Student Government Association's resolution concerning the inclusion of "sexual orientation" in Article 57 of the Orlando City Ordinance and concurs with their recommendation that the faculty issue a public statement of their support for the addition of "sexual orientation" to Article 57.

A question was raised concerning the propriety of a Winter Park institution making recommendations to the City of Orlando. Those responding to the question pointed out the global, ethical nature of the question, as well as student involvement; a parallel in the faculty resolution on domestic partnership was also pointed out.

The resolution carried.

IV. Minutes of 26 September 2002 meeting were approved.

V. Old Business:

The motion to develop a cost accounting system (see addendum 1), left on floor with the loss of a quorum at last faculty meeting, was again brought before the faculty.

Charlie Rock summarized the problems the Finance and Services Committee have had in getting information from the Vice President of Finance, especially about Crummer's contribution..

Carol Lauer said that the proposal sounds good, but it opens the door to cost-accounting by trustees for things like departments that don't have many students. We need to recognize, Carol said, that decisions about programs aren't made just in terms of money. Don Griffin agreed, asking how we could cost out Holt, etc. Doug Child noted that it can cost millions of dollars to isolate units and that doing so it can be very divisive. Doug proposed that this idea be sent to a governance committee or to strategic planning committee. Margaret McLaren asked if this system would give us more information than we have now. She also asked what kind of system we now use and wondered what the current system hides that cost-accounting would make transparent.

Joan Davison wondered if the motion would be more palatable if "schools" were substituted for "units" as the objects of the cost accounting.

Kathryn Norsworthy conceded that she doesn't know enough about it to know which system would work, yet she said that she does know that there is a problem with transparency. It's clear that we need to address the problem, but she wondered if this is the way.

Roger Casey said that we're discussing three issues, which we need to separate: transparency (how can we make budgetary choices clear to everyone in the community); cost-basis decision-making; and Crummer. (Roger also emphasized that it's not easy to tease the costs of Holt from those of A&S.)

Charlie Rock said his motion was based on schools—Crummer, Brevard, Holt, Arts and Sciences—and was not intended to endanger programs.

Ben Balak wondered why we should be afraid of good accounting practice.

Erich Blosssey said that while he appreciates the worry that the information gained from a cost accounting system could be misused, we still need the information.,

Marvin Newman asked if the intent of the motion was to send a message to the administration, since the type of accounting used is really an administrative decision.

Charlie Rock replied that it is true that the Administration wouldn't have to comply with this motion.

Summarizing her sense of discussion, Judy Provost said that the faculty seems to be in favor of transparency, but not for this particular system.

The question was called, and the motion was defeated.

There was a call for a division of house, which resulted in the recording of 15 votes for the motion; 46, against.

Kathryn Norsworthy suggested a resolution to develop more open and transparent accounting policy. Recognizing the difficulty of drafting such a motion on the floor, Barry Levis suggested it be presented at next faculty meeting.

V. New Business

A. An amendment to the Bylaws was moved, adding the Dean of Student Affairs as an *ex officio* member of the Executive Committee and of the Student Life Committee (see addendum 2).

Nancy Decker asked why the Dean of Students was not originally on Executive Committee.

Joan Davison replied that in 1990-91 the notion was that it was the *faculty* governance, not the college governance. It was understood that the relative administrators would attend as needed.

Rick Vitray wondered about the difference between an *ex officio* member and one who just comes and doesn't vote. Barry Levis replied that the *ex officio* member can't be asked to leave.

Don Davison expressed his opinion that this was an unnecessary change, since the President of the Faculty or chair of a committee can ask non-members to attend meetings. We need to be careful about amending essential government structures piecemeal, Don said. Adding another member to Executive Committee could tip a balance between faculty and administrators, and it could increase momentum to make Executive Committee into a decision-making body, whereas its purpose is supposed to be bringing proposals to faculty for their decision..

Rick Vitray noted that, as chair of the Student Life committee, he appreciated Steve Nielson's presence at meeting, but he wondered what would happen if some future dean is in conflict with the faculty or the student body.

The question was called. The amendment was defeated.

B. A Bylaw change was moved, formulating a policy regarding awarding tenure to newly hired endowed chairs (see addendum 3).

Hoyt Edge reported that about half of comparable institutions have a policy like this. He noted, too, that we have more endowed chairs than most in our comparable group (11% of the Rollins faculty hold endowed chairs). Davidson, where 11% of the faculty have endowed chairs and at Richmond with 9% will both hire with tenure.

To Pedro Pequeno's question was--Why do we need this?--Hoyt responded that it can be hard to recruit a person who has tenure at another institution. Hoyt also noted that this does not imply that endowed chairs will be given to outsiders from now on. The policy is intended for departments where there are no senior faculty.

When Eric Schutz asked who decides on endowed chairs, Nancy Decker responded that it is the President who makes the appointment. Hoyt pointed out that the Bylaw change would bring the FEC into the process.

Debra Wellman noted the need for this Bylaw change in order to fill the Mertz chair in Education.

Joan Davison said that the change was consistent with decision about awarding tenure to administrations. She wondered if the motion was motivated by the absence of senior faculty in

Education or by a change in philosophy: a move to use endowed chairs to compete for external candidates.

Roger Casey described the Bylaw change as consistent with the culture of Rollins, one that would change nothing about the hiring process, but would add FEC to the evaluation to see if new hire is tenure-worthy. Since we have such an extraordinary number of endowed chairs, Roger said, it may not be as vital to restrict endowed chairs to current faculty.

In response to a quorum call, it was found that a quorum existed.

The motion passed.

VII. The meeting adjourned at 1:45.

Barbara Harrell Carson
Secretary/Vice President of the Faculty

Addendum 1

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Article VII

STANDING COMMITTEES OF THE FACULTY

Section 3. Student Life Committee Membership

Add: "The Dean of Student Affairs serves as an ex-officio, non-voting member."

Addendum 3:

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